



DEPARTMENT OF THE ARMY
U.S. ARMY HUMAN RESOURCES COMMAND
DA SECRETARIAT FOR SENIOR ENLISTED SELECTION BOARDS
8899 EAST 56TH STREET
INDIANAPOLIS, INDIANA 46249-5301

REPLY TO
ATTENTION OF

AHRC-EB

21 February 2007

MEMORANDUM THRU Headquarters, United States Army Training and Doctrine Command, Attention: ATTG-P, 3 Fenwick Road, Building 11, Fort Monroe, VA 23651-1049

FOR Commander, Chief of Chaplains 2700 Army Pentagon, Washington, DC 20310-2700

SUBJECT: Career Management Field (CMF) 56 Review and Analysis

1. Reference memorandum, HQDA, DAPE-MPE-PD, 30 January 2007, subject: Memorandum of Instruction for the FY07 SFC Promotion Board.

2. In accordance with the referenced memorandum, the selection board panel reviewing records for CMF 56 submits this Review and Analysis to assist you in executing your duties as proponent for MOS within this CMF.

3. Competence assessment of Promotion Zone.

a. Performance and potential. 56M NCOs are taking every advantage in seeking out leadership opportunities. The best qualified NCOs achieved and maintained a pattern of high performance with corresponding high potential. Additional discriminators that quickly distinguished NCOs as the first choice for promotion included levels of responsibility, military schools, civilian education, distinctive awards, honors, and physical fitness levels. NCOERs were generally well written with room for improvement in two areas: Excellence bullets still require strong justification and quantification and Senior Rater narrative comments should be reflected with corresponding box markings in performance and potential.

b. Utilization and assignments. Panel members found a mixture of TDA/TOE assignments, however there were still Soldiers working in duty assignments in excess of 36 months that were viewed negatively by board members. We need to see more diversity of assignments; the Soldiers in TDA assignments had more time to go to college than the ones in TOE units. The younger 56Ms were taking advantage of every opportunity afforded to them.

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c. Training and education. For the most part a majority of chaplain assistants had attained an Associates degree or more. Soldiers would be more competitive if they would obtain their degree (AA, BA) rather than having numerous credit hours.

d. Physical Fitness. Overall physical fitness was good. Many NCOs achieved and maintained APFT scores that exceeded the Army's standards. A Soldier earning the PT Badge was a plus; Raters should ensure excellence in Physical Fitness is annotated on there NCOER especially when the Soldier scores 90 in each event. APFT failures and those who failed to meet AR 600-9 standards for height/weight reflected negatively on the NCO.

e. Overall career management. Soldiers need to have more diversity of assignments and avoid long durations of service in TDA/TOE units.

4. CMF structure and career progression assessment.

a. MOS compatibility within CMF. The scope of duties and responsibilities of CMF are compatible, our career map clearly defines MOS progression.

b. Suitability of standards of grade and structure. Here it didn't seem much of an issue; Soldiers were generally assigned to the proper grade of responsibility.

c. Assignment and promotion opportunity. CMF assignments provided excellent opportunities for success and promotion. Comments from Senior Raters were heavily weighted by board members. Justifiable and objective comments were one of the most useful in determining best qualified for promotion. Successful assignments in positions above an NCO grade were viewed as strong indicators of potential to lead at the SFC level.

d. Overall health of CMF. Overall health of the CMF continues to remain healthy. The NCOs considered will continue to provide the leadership that is necessary for the 21st century.

5. Recommendations.

a. Competence. NCOs must continue to seek those challenging and high risk jobs. Diversity of assignments from TDA/TOE and positions such as Brigade NCOIC, Small Group Leader, Platoon Sergeant, Drill Sergeant, Recruiting and others will enhance promotion opportunities.

b. CMF structure and career progression. HRC and the proponent should continue emphasizing the importance of NCOs serving in a variety of TDA, TOE and special

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assignments. Assignment balance and diversity is a key for success. Soldiers will greatly enhance their technical and tactical capabilities as they move up in their careers.

c. Other, as appropriate. The majority of the NCOs (56M) had current photographs, and the ones that were taken within the last 24 months were viewed favorably. Files with no photos reflected negatively. Grooming standards, awards and badges improperly placed were some common uniform violations. Board members recognized a Soldier grooming standard not IAW AR 670-1. Letters which called attention to poor evaluations or derogatory information never help a Soldier. Letters to the board should be specific and limited to those documents which have not yet been added to the NCOs OMPF and be specific.

6. CMF Proponent Packets.

a. Overall quality. The proponent information packets were well written and provided great information which was viable in setting standards.

b. Recommended improvements. Recommend placing the meanings of the ASI and SQL to better help the Panel Members. Add X for Drill Sergeant in the SQL.

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